



# Staffing Solutions for Today's Market

As talent becomes scarce, technology advances, and margins thin, organizations need real solutions that allow them to meet project timelines while protecting critical profit margins. To address this growing need we have launched Marko International Contract Staffing Solutions. This is contract and contract-to-hire talent that can scale to any project, provide a real-time solution, and conserve capital for your organization. Marko International serves its client companies by providing a reliable single source for your staffing needs. Our staffing solutions include:

- ✓ Direct hire placements
- ✓ Payrolling services
- ✓ 1099 to W-2 conversions
- ✓ Retiree re-staffing
- ✓ Contract staffing
- ✓ Contract-to-direct conversions

## Common Situations in Today's Business Environment



- Do you have a hiring freeze stopping you from hiring someone?
- Do you have a deadline or special project?
- Do you need to reduce tax risks associated with 1099 independent contractors?
- Do you want to evaluate a candidate's skills prior to employment?
- Do you want to retain valuable expertise from retiring employees?

## Advantages of Contract Staffing

### Temp-to-Direct Conversions (Try Before You Buy)

- Interview and assess during the contract period
- Evaluate how the candidate fits your corporate culture

### Sole-Source Staffing Ability

- Decrease the number of staffing/recruiting vendors
- One-stop shopping for your staffing needs

## Advantages of Contract Staffing Continued

### Staffing Flexibility

- Match staffing levels to project requirements
- Quick hiring process vs. lengthy direct placement
- Terminate the contract placement at any time
- Add resources through a purchase order versus capital budget

### Maintain Budget Controls

- Accelerate the pace at which projects reach completion
- Secure labor needed for projects
- Eliminate unnecessary overhead

### Reduce Employment Costs

- No workers' compensation exposure or claims
- No employee benefits costs for medical, dental, vision, life, and 401(k)
- No added expense for holidays, vacations, sick time, etc.
- No administrative costs for hiring and onboarding
- No administrative costs for payroll withholdings, filings, etc.
- Minimized risk of IRS and state audits due to worker

## Simple weekly process

Once you select a contract candidate, your part is extremely easy! All you need to do is **authorize billing by approving the contractor's weekly timesheet** – it's that simple. Our back-office, FoxHire, will handle all of the onboarding, payroll, taxes, unemployment, workers' compensation, background checking, benefits, etc.

APPROVE TIMESHEET



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PAY INVOICE



Your Part

## STAFFING SOLUTIONS FOR TODAY'S MARKET CONT.

### Insurance protection

Commercial General Liability	\$1,000,000 per occurrence; \$3,000,000 in the aggregate
Professional Liability	\$1,000,000 per occurrence; \$3,000,000 in the aggregate
Commercial Excess Liability	\$5,000,000 combined single limits
Hired/Non-Owned Auto Liability	\$1,000,000 combined single limits
Employee Dishonesty Bonding	\$1,000,000 combined single limits
Employers' Practices Liability	\$1,000,000
Sexual Abuse	\$2,000,000

### Wide range of benefits for contractors

Companies enjoy greater employee retention by offering quality benefits. As the legal W-2 employer, our back-office pays the contract employees weekly and offers the following ACA compliant benefits:

- ✓ Health insurance
- ✓ Vision insurance
- ✓ Dental insurance
- ✓ 401(k) savings plan



Your Benefits

## STAFFING SOLUTIONS FOR TODAY'S MARKET CONT.

### The next step

Marko International will be your point of contact for your recruiting needs. FoxHire, has specialized in contract staffing since 1992 and will finalize the employment contracts and handle all of the financial and administrative issues. By combining our recruiting skills with the back-office services of FoxHire, we can provide full-service staffing and unsurpassed value.

#### "RECRUITER OF RECORD" (FRONT-OFFICE)

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The logo for FoxHire features the word "fox" in a bold, orange, lowercase sans-serif font, followed by "hire" in a bold, grey, lowercase sans-serif font. A small, stylized fox head icon is positioned between the "x" and "h".